AMENDMENTS TO THE CLAIMS

This listing of claims will replace all prior versions, and listings, of claims in the present application.

1. (currently amended) A method of managing job applicant data, comprising:

receiving an applicant request for a specified job;

receiving applicant data;

storing the applicant data in a database;

linking one or more elements of the applicant data to an employer position; and

providing a report profile of applicant information whereby a resulting report relates one or more elements of the applicant data for a plurality of applicants to one or more of the employer positions.

2. (original) The method of claim 1 wherein the elements of the applicant data comprise data indicative of gender and ethnicity.

3. (original) The method of claim 1 wherein each employer position comprises a specified job or a job group that corresponds to one or more specified jobs.

4. (original) The method of claim 1 further comprising:

storing, in the database, new hire data; and

linking one or more elements of the new hire data to an employer position,

wherein the report resulting from the report profile further relates one or more elements of the new hire data for a plurality of new hires to one or more of the employer positions.

5.   (original) The method of claim 4 wherein the elements of the new hire data comprise data indicative of gender and ethnicity.

6.   (original) The method of claim 1 wherein an applicant request will be rejected unless at least one job is specified.

7.   (original) The method of claim 1 further comprising the step of displaying a list of available specified jobs prior to the first receiving step.

8.   (original) The method of claim 1 further comprising the step of providing a search engine whereby a user may search for available jobs prior to the first receiving step.

9.   (original) The method of claim 1 further comprising the step of providing a jobs agent that periodically searches a database of available jobs and notifies a user when a job meeting user-specified criteria is available.

10.   (currently amended) A recruitment data management system, comprising:

> an employer computing device having a memory and a processor; and
> an employer database accessible by the employer computing device,
> whereby the memory stores computer program instructions that instruct the

employer computing device to perform the steps of:

> receiving an applicant request for a specified job;

receiving applicant data comprising gender and ethnicity data;

storing the applicant data in the employer database;

linking one or more elements of the applicant data to an employer position; and

providing a report profile <u>of applicant information</u> whereby a resulting report relates one or more elements of the applicant data for a plurality of applicants to one or more of the employer positions.

11.   (original) The system of claim 10 wherein the instructions further instruct the employer computing device to perform the steps of:

storing, in the database, new hire data comprising gender and ethnicity information; and

linking one or more elements of the new hire data to an employer position,

wherein the report resulting from the report profile further relates one or more elements of the new hire data for a plurality of new hires to one or more of the employer positions.

12.   (currently amended) The ~~method~~ <u>system</u> of claim 11 wherein the elements of the new hire data comprise data indicative of gender and ethnicity.

13.   (original) The system of claim 10 wherein each employer position comprises a specified job or a job group corresponding to one or more specified jobs.

14.   (original) The system of claim 10 wherein the elements of the applicant data comprise gender and ethnicity data.

15.   (original) The system of claim 10 wherein the instructions further instruct the employer computing device to reject an applicant request unless at least one job is specified.

16.   (original) The system of claim 10 wherein the instructions further instruct the employer computing device to display a list of available specified jobs prior to receiving the applicant data.

17.   (original) The system of claim 10 wherein the instructions further instruct a user computing device to display a list of available specified jobs prior to receiving the applicant data.

18.   (currently amended) The ~~method~~ system of claim 10 wherein the instructions further instruct the employer computing device to provide a search engine whereby a user may search for available jobs prior to submitting the applicant data.

19.   (currently amended) The ~~method~~ system of claim 10 wherein the instructions further instruct a user computing device to provide a search engine whereby a user may search for available jobs prior to submitting the applicant data.

20.   (currently amended) The ~~method~~ system of claim 10 wherein the instructions further instruct the employer computing device to provide a jobs agent that periodically searches a database of available jobs and notifies a user when a job meeting user-specified criteria is available.

21.   (currently amended) A recruitment data management system, comprising:

means for receiving an applicant request for a specified job and prohibiting receipt of a request unless a job is specified;

means for receiving and storing applicant data that includes gender and ethnicity information; and

means for providing a report <u>of applicant information</u> that relates one or more elements of the applicant data for a plurality of applicants to one or more of the employer positions.

22.   (currently amended) A method of managing job applicant data, comprising:

receiving an applicant request for a specified job and prohibiting receipt of a request unless a job is specified;

receiving applicant data including gender and ethnicity information;

storing the applicant data in a database;

linking one or more elements of the applicant data to the specified job or a job group; and

providing a report profile <u>of applicant information</u> whereby a resulting report relates one or more elements of the applicant data for a plurality of applicants to one or more specified jobs or job groups.

23.   (original) The method of claim 19 further comprising:

storing, in the database, new hire data comprising gender and ethnicity information; and

linking one or more elements of the new hire data to one of the specified jobs or job groups,

wherein the report resulting from the report profile further relates one or more elements of the new hire data for a plurality of new hires to one or more of the specified jobs or job groups.

24.   (previously presented) A method of managing job applicant data comprising:

receiving, from a plurality of applicants, an applicant request, wherein each applicant request includes a specified job and mandatory profile information;

storing the mandatory profile information in a database; and

receiving an employer request for a report that includes selected portions of the mandatory profile information for the plurality of applicants.

25.   (previously presented) The method of claim 24, wherein the mandatory profile information includes gender or ethnicity information, and the report includes a profile of the gender or ethnicity of all applicants for the specified job.

26.   (previously presented) The method of claim 24, wherein the report includes a profile of selected categories of the mandatory profile information related to a group tied to one or more job positions.